

2019.02.26

**10 Deputy G.P. Southern of the Minister for Education regarding the prospect of vacancies for specialist secondary school teachers remaining unfilled in the new academic year: [OQ.51/2019]**

In the light of the ongoing dispute over public sector pay and the claims of real-term loss in public sector earnings of between 10 and 15 per cent over the last decade, what consideration and planning has the Minister undertaken, if any, for the possibility of vacancies for specialist secondary school teachers remaining unfilled in the new academic year?

**Senator T.A. Vallois (The Minister for Education):**

Specialist secondary school teacher recruitment is always challenging, but I am pleased to report on some positive steps taken by the department to mitigate issues here in Jersey. We train local graduates to be teachers, a successful scheme that has produced more than 60 teachers for our secondary schools. We also recruit direct from universities; at least 11 specialists have come to Jersey from Newcastle University. While it is proven that public sector earnings have not kept pace with inflation recently, the overall package for specialist secondary school teachers remains competitive with the U.K. Pay is one factor of a multi-factor decision to apply for a role with an employer and specialist teachers will consider a wide range of employment and lifestyle before making their choice. We are investing in our school infrastructure, reducing teacher workload and taking positive steps to put children first.

**4.10.1 Deputy G.P. Southern:**

The Minister mentioned I think it was 60 posts filled locally in secondary specialist education. Could she publish a list of those positions?

**Senator T.A. Vallois:**

I stated that we produced 60 teachers for our secondary schools through a successful scheme of local graduates, but I am happy to publish that list if the Deputy so wishes.

**4.10.2 Deputy J.H. Perchard of St. Saviour:**

Just following on from the Deputy, would the Minister be able to inform Members of how many of those 60 have since left the profession and perhaps provide an average of how long they stayed in the profession since completing the J.G.T.T.P. (Jersey Graduate Teaching Training Programme)?

**Senator T.A. Vallois:**

I do not have that precise information but I am happy to get my officers to accumulate all that information and provide it to Members as and when they have the information.

**The Deputy Bailiff:**

Final supplementary, Deputy Southern.

**Deputy M. Tadier:**

Deputy Ward had his light on but it may have been missed.

**The Deputy Bailiff:**

Well, it did not come up, but if you had your light on, Deputy, there is certainly time, so yes.

**Deputy R.J. Ward:**

If possible.

**The Deputy Bailiff:**

Yes.

**4.10.3 Deputy R.J. Ward:**

Just following on from Deputy Perchard's question as well, one of the issues in the U.K. is the numbers who are leaving the profession after about 5 years of being newly qualified. It is an attritional rate at times and can I ask the Minister if she would keep a track and a record so that we are not falling into those same issues, particularly when we recruit from the U.K. from N.Q.T.s (newly qualified teachers) from a particular university. If they are not staying, it is not good to have a transient staff in our schools.

**Senator T.A. Vallois:**

Yes, I recognise what the Deputy is stating. I am happy for my officers to put together an ongoing formula to make sure that we recognise the reasons for people leaving or the expectations that are needed, but I think what is also important is that this just goes to show how important it is for us to recognise that we need to change the way we do things in terms of education and that there is not necessarily one way to follow and that there are best practices that we can take from elsewhere. That will also help encourage specialist teachers to stay in terms of retention and recruitment ongoing but, of course, that is a long-term aim. But we are planning and putting the foundations in place appropriate for that.

**4.10.4 Deputy G.P. Southern:**

It is a minor point but when the Minister refers to 60 posts filled, what timescale was that over?

**Senator T.A. Vallois:**

I do not have exactly when that timescale was over, but again the information that I have been asked I am happy to send out to all States Members so that you get the accurate information in a legible format.